

1 March 2011



From the Flags

The Judge Advocate General and Deputy Judge Advocate General of the Navy



REPEAL OF "DON'T ASK, DON'T TELL" (DADT) - TRAINING AND REPORTING

As you are well aware, repeal of the Don't Ask, Don't Tell (DADT) policy will likely occur later this year. Prior to repeal, all active and reserve component members, civilians who supervise military personnel, and DoD contractors (as required by their position and responsibilities) must be trained. The training will be conducted in three tiers:

- **Tier 1 Training** is for experts who are routinely involved in the implementation of this policy. All judge advocates will receive Tier 1 training. For active component members, the goal is for training to commence on or about 7 March 2011 and be completed by 7 May 2011. For reserve component members, training will be conducted during the east coast Military Law Training Symposium. Further guidance will be separately disseminated regarding training for the reserve component on the west coast.
- **Tier 2 Training** is for senior leaders and command leadership (CO/XO/CMC/OIC/AOIC/SEA). The training will also prepare them to educate and train their commands in Tier 3 training. The completion deadline for Tier 2 is 23 April 2011. This training will be conducted by Master Mobile Training Teams (MMTT) comprised of fleet representatives.
- **Tier 3 Training** for all hands, which includes the active and reserve forces, those civilians who supervise military personnel, and Department of Defense (DoD) contractors. Tier 3 training will emphasize policies and expectations of personal behavior. The completion deadline for Tier 3 is 17 June 2011. Further guidance will be separately disseminated regarding training for the reserve component.

Tier 1 training for the JAG Corps will consist of live/in-person sessions conducted by Navy Legal Service Command (NLSC) COs/XOs, Senior Fleet SJAs, and other select senior judge advocates. These senior presenters, identified specifically by OJAG and Naval Justice School (NJS), will be trained by NJS to conduct the in-person training for individuals assigned to them. For use at these sessions, NJS has developed a comprehensive training package, complete with a PowerPoint slide deck, instructor notes, and a list of references. The training itself will cover policy background and overview of DADT, standards of personal and professional conduct, complaint policy and procedure, benefits and beneficiary designation, and implications for privacy and the application of the Uniform Code of Military Justice.

Upon approval, judge advocates stationed at remote locations may receive training via video teleconference (VTC) or via Defense Connect Online (DCO). Because VTC and DCO are not the preferred method of training, COs or Senior Fleet SJAs must approve and receive concurrence from the CO of NJS for individuals to receive training via VTC or DCO. NLSC COs and Senior Fleet SJAs are responsible for tracking and ensuring completion of training of individuals they have been assigned and must certify completion whether in person, VTC, or DCO to the CO of NJS.

Recordings of the DCO presentations will also be made available for reference, and NJS' Navy Knowledge Online (NKO) page will contain the PowerPoint presentation and related training information. The recorded on-line training and NKO postings are supplemental training and viewing them will not satisfy the training requirement.

As a legal community, it is especially important we understand DADT-repeal and explain it clearly to our clients. Thank you in advance for making this a success.

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